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April 19, 1996

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OSHA
DOCKET OFFICER
DATE APR 23 1996

TIME _____

Debra Janes
Occupational Safety and Health Administration
U.S. Department of Labor
Room N-3647
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Re: Recently published information on Indoor Air Quality

Dear Debra:

R. J. Reynolds hereby submits new information that is relevant to OSHA's rulemaking on Indoor Air Quality. Below are discussions of the implications of this information for the rulemaking. R.J. Reynolds requests that this letter, including these discussions, be entered into the record.

"Smoking Banned in Most Workplaces, Survey Shows," Business & Legal Reports, Inc., 1996.

This report provides new information relevant to important issues in the rulemaking. First, under section 1(b) of Executive Order 12,866, OSHA must specifically demonstrate that private markets and public institutions have failed to address the workplace smoking issue. As we stated in our post-hearing brief, RJRT, 1996 [Ex. 535], the rulemaking record, including citations by OSHA, itself, indicates that the private market is addressing successfully the issue of workplace smoking. RJRT, 1996, [Ex. 535, V-18, 19].

The attached survey from Business & Legal Reports, Inc. further supports this contention. According to this most recent survey, approximately 96% of employers surveyed either banned smoking in offices or permitted smoking only in designated areas (75% banned smoking, 21% permitted smoking only in designated areas). With respect to plant areas, 91% either banned smoking or permitted smoking only in designated areas (62% banned smoking, 29% permitted smoking only in designated areas).

"We work for smokers."

The fact that most companies have already addressed workplace smoking strongly rebuts OSHA's assertion of market failure. As the record indicates, clearly, the market has not failed, and thus, OSHA's Proposed Rule is neither "reasonably necessary nor appropriate."

Second, OSHA must take this data into account when assessing current occupational exposures to ETS. In the Secretary of Labor's recent brief to the U.S. Court of Appeals for the District of Columbia Circuit, the Secretary asserted that "assessing the levels of ETS currently present in workplaces is one novel technological issue that must be resolved in this proceeding." The Secretary of Labor's Response to ASH's Petition for Mandamus at p. 9, fn. 3, *ASH v. OSHA* (D.C. Cir. 1996), No. 95-1615.

Moreover, as we discussed in our post hearing brief, RJRT, 1996, [Ex. 535, II-89 to II-94], present workplace exposures are significantly lower than in the past. OSHA must account for this decrease in smoker prevalence. In its Notice of Proposed Rulemaking, OSHA estimated that more than 74.2 million nonsmoking adults in the workforce would be covered by its proposed rule. 59 Fed. Reg. 15995. Yet, OSHA also estimated that more than 74 million nonsmoking American workers are exposed to ETS in their places of employment. 59 Fed. Reg. 16007. Clearly, this latter estimate is based on evidence that has been superseded and must be adjusted. Thus, data such as the above survey are essential for OSHA's calculations regarding current occupational exposures.

"First Wave Of Md. Smoking Ban Fines Leaves Businesses Fuming," Indoor Air Review 5(12): 1, 10; February, 1996

Under the Unfunded Mandates Reform Act of 1995, 2 U.S.C. § 1501 *et seq.* ("UMRA"), OSHA is required to take several steps to minimize any adverse effects that its proposed workplace smoking ban will have on the 23 states which have chosen to adopt their own safety and health programs in compliance with Section 18(c) of the OSH Act. 29 U.S.C. § 667(c)(2). Among other things, OSHA's cost/benefit calculations must include an assessment of the enforcement costs that would be placed on each of these state programs.

The attached article, "First Wave Of Md. Smoking Ban Fines Leaves Businesses Fuming," Indoor Air Review 5(12): 1, 10; February, 1996, discusses the impact of the Maryland Department of Labor workplace smoking ban. In this article, Ileana C. O'Brien, deputy commissioner of labor and industry, concedes that, "[i]t would be practically impossible for the department to follow up on every consumer complaint with an inspection. There just isn't enough time."

OSHA must recognize that many states have limited inspection resources. Enforcement of a workplace smoking regulation would add to the already enormous burden placed on state inspectors and would detract from the inspectors' abilities to address serious workplace safety and

Debra Janes

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health matters.

Moreover, at the federal level, the OSH Act requires OSHA to respond to all complaints with an inspection, if the Secretary has reasonable grounds to believe that a violation of an OSHA standard exists. 29 U.S.C. § 657(f)(1). Thus, federal OSHA would have no option but to follow-up on every complaint with an inspection. Because the OSH Act requires OSHA to inspect all complaints, a federal smoking ban would cause federal inspection resources to be diverted away from all other matters.

Ogden, Michael W, "Occupational Exposure to Environmental Tobacco Smoke," JAMA. 1996; 275(6): 956-960.

The attached published letter by Dr. Michael Ogden explains one of the major flaws in Dr. Hammond's recent article on occupational exposure to ETS, Hammond, S.K., Sorensen, G., Youngstrom, R. and Ockene, J.K., "Occupational Exposure to Environmental Tobacco Smoke," JAMA. 1995;274:956-960. As stated by Dr. Ogden, Hammond improperly calculated 7 days of nicotine exposure by dividing the exposure level by 45 hours instead of 168 hours. This error greatly increases the estimated levels of exposure. If Hammond had used the proper calculations, her estimated exposure levels would have been substantially lower.

We appreciate the opportunity to provide this new information to OSHA.

Truly yours,

Mary E. Ward
(ndk)

Mary E. Ward

cc: Elaine Bynum, OSHA Docket Office (w/attachments)
Susan Sherman (w/attachments)

Occupational Exposure to Environmental Tobacco Smoke

To the Editor.—The article by Dr Hammond and colleagues¹ appears to contain a serious error in data calculation. The authors state that passive monitors for nicotine were exposed for "1 week." Assuming this means 7 days, the monitors were exposed for a period of 168 hours. However, it appears that the authors used only 45 hours in the calculation of airborne nicotine concentration (with the possible exception of samples acquired at "fire stations"). If so, correcting this miscalculation significantly alters the conclusions with respect to potential worker risk as stated in their article and in the accompanying American Medical Association news release.

All official analysis methods of which I am aware (National Institute for Occupational Safety and Health, Occupational Safety and Health Administration, Environmental Protection Agency, American Society for Testing and Materials, International Standards Organization, Association of Official Analytical Chemists, etc) require that airborne concentration be calculated using the total air volume sampled. The justification by Hammond et al for their unorthodox data treatment (using only 45 of the 168 hours) is that "smoking was assumed to be taking place for 9 hours a day on each workday." However, it has been known for nearly 10 years that nicotine concentrations do not decay to zero quickly in the absence of smoking, whereas other measured components of environmental tobacco smoke (ETS) do.² For example, it has been demonstrated that nicotine desorbing from interior surfaces and cigarette butts can result in significant airborne levels in the absence of smoking in a well-ventilated, grounded aircraft.³ In that study, average nicotine concentrations were found to be 6.0 µg/m³ for an overnight, 8-hour sample. Further, it has been shown that nicotine adsorbs onto the outside of the passive monitor housings used by Hammond et al and continues to be sampled in the absence of other sources of nicotine.⁴

Therefore, even if no smoking occurred "after hours" in the workplaces studied by Hammond et al and even if the workplaces were unoccupied after "normal" business hours (ie, no overtime, additional workshifts, or cleaning crews), it is incontrovertible that nicotine would continue to be collected by the passive monitors. Accordingly, the fill sampling time must be used in calculating airborne nicotine concentrations. It appears that the concentrations reported by Hammond et al must be divided by 3.7 (168/45) to yield the actual concentrations in the workplaces studied. When calculated correctly, the average concentrations that result for the selected workplaces studied by Hammond et al become more consistent with the personal exposures of workers in more typical workplaces found in other studies in the 1990s.⁵

The pertinent issue in occupational exposure assessment is the actual amount of exposure (as determined by personal monitoring) that the worker receives at work, not the inappropriately adjusted weeklong concentration obtained from stationary air sampling during a time in which the worker is mostly absent. This issue can be resolved by relevant experimental investigations and objective data evaluations. Unfortunately, the article by Hammond et al does not appear to meet either of these criteria.

Michael W. Ogden, PhD
R. J. Reynolds Tobacco Co
Winston-Salem, NC

Edited by Margaret A. Winkler, MD, Senior Editor, and Phil B. Fontanarosa, MD, Senior Editor.

JAMA, February 14, 1996—Vol 275, No. 6

1. Hammond SK, Seronen G, Youngstrom R, Ockene JK. Occupational exposure to environmental tobacco smoke. *JAMA*. 1996;274:964-968.
2. Nelson PR, Heavner DL, Coffe BB, Maiolo KC, Ogden MW. Effect of ventilation and sampling time on environmental tobacco smoke component ratios. *Environ Sci Technol*. 1992;26:1928-1934.
3. Nelson PR, Heavner DL, Ockene JK III. Problems with the use of nicotine as a predictive environmental tobacco smoke marker. In: *Measurement of Toxic and Related Air Pollutants: Environmental Protection Agency/Air and Waste Management Association International Symposium*. Pittsburgh, Pa: Air and Waste Management Association; 1990:540-544.
4. Ogden MW, Maiolo KC. Comparative evaluation of diffusive and active sampling systems for determining airborne nicotine and 3-ethenylpyridine. *Environ Sci Technol*. 1992;26:1226-1234.
5. Ogden MW, Davis RA, Maiolo KC, et al. Multiple measures of personal ETS exposure in a population-based survey of nonsmoking women in Columbus, Ohio. In: *Indoor Air '93—Proceedings of the 6th International Conference on Indoor Air Quality and Climate*. Helsinki, Finland: Indoor Air '93; 1993:1-523-528.

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Indoor Air Review

Volume 5, No. 12, \$10.00

An Independent Trade Newspaper

February 1996

At Deadline

Building Air Quality Alliance Revived

Like a phoenix, the Environmental Protection Agency's (EPA) Building Air Quality Alliance has risen again. It is being revived from its ashes by the University City Science Center in Philadelphia which is sponsoring a new program performed closely after the alliance.

The Science Center approach, as in the EPA plan, is to provide building owners and managers with a set of guiding principles to help in developing operation and maintenance action plans to preserve or achieve acceptable indoor air quality.

The program sponsored by the Science Center, a consortium of 28 educational and scientific institutions which conducts and manages research, development, technology transfer and technical training, will not be a certifying body. It will offer a private-sector mechanism to recognize buildings where a proactive IAQ plan is in place.

Members of the Science Center felt when it was canceled, Frank M. Gallo, vice president in charge of the Indoor Air Quality Department at LZA Technology in Trumbull, Conn., and Frank A. Lewis, sequential director of Environmental Hygiene, U.S. Public Health Service, Division of Federal Occupational Health, spearheaded a project to get the new alliance going.

By Tim Hickey

Maryland's Department of Labor, Licensing and Regulation issued the first citations last month to five businesses for non-compliance with the state's new workplace smoking ban. The employers' fines ranged from \$225 to as much as \$1,350.

ETS

Employee complaints led to the fines and citations for the initial five employers, said Karen Napolitano, director of public information for the state Department of Labor, Licensing and Regulation.

First Wave Of Md. Smoking Ban Fines Leaves Businesses Fuming

Restaurant Association Claims Fines Contradict Recent Legislation

ment of Labor, Licensing and Regulation.

Gov. Parris N. Glendening had sought to ban smoking in virtually all indoor workplaces, including restaurants and bars. However, in a compromise, he and legislators agreed to allow smoking in bars and seating areas adjacent to them, as well as in enclosed, separately ventilated rooms designated for smoking by employees or by restaurant patrons.

The regulation has been in effect since last March. During the first six months, the department focused attention on providing information and education to employers.

Full enforcement of the regulation began at the end of September.

Compliance

John P. O'Connor, commissioner of state labor and industry, recently issued a reminder to employers to ensure they are in compliance with the Workplace Smoking Regulation and Law.

"We [Labor and Industry] are pleased with the level of compliance seen in many sectors," O'Connor said. "However, the de-

See *Smoking Ban*, page 10

NADCA Certifies First Air Cleaning Specialists

Some Criticize Test As 'Gimmick' To Boost Membership In Group

By Tim Hickey

In its inaugural certification exam given in November, nearly 90 percent of the candidates tested received a passing grade from the National Air Duct Cleaners Association (NADCA).

The organization reported that 135 candidates out of 151 received a "passing grade. The new certified members will be designated "Air Cleaning Specialists," and may use the creden-

ognize competent, qualified duct cleaning specialists. Increasing public awareness of indoor air quality issues and a corresponding demand for HVAC system cleaning services has made this certification necessary.

Credentialing Process

But the legitimacy of an accreditation process, created by and for the industry has met with both praise and criticism.

"I don't know the specifics of the exam, but I think it is a good thing," said Russell Kulp, a ventilation researcher at EPA's Research Triangle Institute in North Carolina. "Standardization is important in the duct cleaning business. EPA is involved with it because the claims many contractors make are not substantiated."

Duct Cleaning

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Smoking Ban

Continued from page 1

partment is concerned that in some instances employers have not ensured implementation of the smoking prohibition in their workplace."

The official complaint registration procedure the department follows is to send a form to the employee making the complaint. The employee is supposed to fill out the form and send it back to the department. Officials may then inspect the premises of the named employer.

State labor officials will pursue complaints filed by customers, but these complaints are handled by writing a letter to the business to inform them of the existing rules.

"It would be practically impossible for the department to follow up every consumer complaint with an inspection," said Deana C. O'Brien, deputy commissioner of labor and industry. "There just isn't enough time."

The fines were based on a formula involving eight factors: the history of the employers violations; the size of the business; gravity of the violation; good faith of the employers in complying once they were found in violation; injury and illness rate of employees; the existence and quality of a safety and training program; actual harm to human health including injury and illness; and the extent of recurring violations.

Government At Its Worst

But according to Bob A. Lecos, president of the Restaurant Association of Metropolitan Washington, the fines were "levied under a set of assumptions wholly contradicted by the written word of the legislation."

The regulations state clearly the only violations subject to investigation are from employees affected by non-compliance with the workplace ban, Lecos said, adding that customer claims and violations were not under the venue of this law.

"It was an employee-workplace oriented regulation, yet fully a third of the first set of 154 complaints came from the activists from the umbrella group Coalition for Smoke-Free Maryland Workplaces," Lecos said. "So until such time

Commentary

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Maryland Occupational Safety and Health (MOSH) can clearly demonstrate it has filtered out any inconsistencies in the particular wording in the law, it is not appropriate for any establishment to get fined."

He added that he believed the "regulation was promulgated by a regulatory agency, created by a regulatory agency, and when it would have been legislatively overridden because of its overbearing impact on Maryland businesses, the regulatory agency agreed to amend its intentions. However, the ink hadn't dried on the signed agreement before the agency was enforcing the law in violation of the regulation. It's government at its worst."

Citizen Complaints

Responding to the Restaurant Association's criticism, O'Brien said that ini-

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Citizen Complaints

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tially labor and industry stated it was not in the business of resolving issues between customers and establishments.

"The customer can write off a letter to the commissioner's office," O'Brien said. "The commissioner's office then writes a letter to the establishment, giving the establishment a copy of the law and asking it to please make sure it is in compliance."

She said the Restaurant Association is not comfortable with this process because it believes it should only be driven by employee complaints.

"What the association would have us do is ignore the complaints of the citizens of Maryland," she said. "The language in the law passed by the General Assembly specifically relating to smoking is silent to what kinds of complaints we [labor and industry] can respond to."

MOSH Act

The regulation that was accepted was adopted into the whole of MOSH Act, which is where the provisions for how to inspect, cite, fine and appeal all were established.

"Under the MOSH Act, we [labor and industry] have specific authority to respond to complaints that arise from employee complaints," O'Brien said. "The law does not preclude us from doing inspections resulting from other types of complaints. However, we have to have substantial evidence or reasonable evidence that a violation is occurring. So the law certainly provides that we can consider sources of information, other than employee complaints, that are indicative of a problem."

She said the focus of the Department of Labor and Industry is not penalizing, but educating Maryland businesses. The department realizes there is some "genuine confusion" with portions of the law. The department worked with the Restaurant Association, which sent out 10,000 notices to their members to attend educational sessions around the state, to spread the word, but only 100 people showed up at the state-wide sessions.

There are still some gray areas in the regulation, and honest mistakes will be made, but the most important factor is education and awareness, O'Brien said.

Fines Levied

The employers penalized for allowing workers to smoke indoors include Brooklyn Cycle World of Baltimore, fined the largest amount, \$1,350, and Shoney's, in Westminster, fined \$1,300 for "not ensuring there was no smoking in an enclosed workplace." Kelly's Deli in Rockville was fined \$225, representing a 50 percent reduction for "effective abatement during the inspection." The Baltimore Housing Partnership Inc. was fined \$875, and B&K Distributors was fined \$375.

The manager of Kelly's Deli successfully appealed the remaining \$225 fine on the grounds his establishment exceeded the regulation's requirements by having separate ventilation and a segregated smoking area.

"This new regulation is going to harm more people than it helps," the deli's manager said. "Prior to the regulation, a separate ventilation system was required. However, it isn't any longer."

The manager of Kelly's Deli believed he had attempted to comply with the law and that he was well within the scope of complying, O'Brien said.

Prior to the inspection, Kelly's manager moved two tables over into a separate area, calling it a bar area and allowing smoking only in this section, O'Brien said. Because the deli had an "on-or-off" liquor license, the manager thought it was allowed to designate such a specific "bar area."

"We have kept the citation on the books, but we have rescinded the penalty," O'Brien said.

There are a number of appeal processes employers can pursue. One form of appeal is the informal conference, as was used with Kelly's Deli, O'Brien said, in which the manager or owner meets with the supervisor in their area, providing information either verified or disputed by the inspector. Following the meeting, the commissioner reaches a decision.

In this particular instance, because the deli had made the whole workplace smoke-free, it seemed the "best approach" was not to fine them, O'Brien said.

The state will continue to enforce the law and will soon levy more fines, O'Brien said.

What to Do about Personnel Problems • Special Report

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Smoking Banned in Most Workplaces, Survey Shows

Three out of four employers prohibit smoking in all office areas, and over 60 percent have banned smoking in plant areas, according to a recent survey of 2,000 employers conducted by Business and Legal Reports, Inc. As the graph below indicates, employers in the health care industry have the most restrictive policies, while manufacturers and retail/wholesale firms remain somewhat more "smoker-friendly" than employers in other industries. However, even in manufacturing, where toleration is highest, some 55 percent of employers report a total ban on smoking in the shop.

Few employers restrict smoking in outdoor areas except in the education sector, in which some 38 percent of employers prohibit smoking altogether, even outdoors (see Table 3).

Regional differences few

There was little variation from one geographic area to another except in the Far West region (see Table 1 and Table 2), consisting mainly of employers in California, Oregon, and Washington. California and Washington have enacted rather stringent workplace smoking restrictions, thus accounting for the relatively high proportion of employers in this region that prohibit smoking.

Written policies common

Most employers now have a written policy covering smoking in the workplace (see Table 4), with written policies more common

among employers of more than 100 people than among smaller organizations. Not-for-profit firms are also somewhat more likely than for-profit companies to have a written smoking policy.

Cafeteria smoking on the way out?

Only about one in seven employers permit smoking in lunch rooms. There was some variation from industry to industry in this measure, however, with manufacturers most likely to permit smoking in the cafeteria (23 percent) and health care and government employers least likely to allow it (2 percent and 5 percent, respectively).

Quit-smoking programs

A minority of employers is actively engaged in helping their workers give up the nasty habit (see Table 5). Some 8 percent actually hold smoking cessation classes, while 14 percent sponsor classes, and 17 percent pick up the tab for them.

Other smoking issues

Only about one in ten employers allow individuals to designate their own workspace as smoking/nonsmoking (see Table 6). Some 7 percent of the respondents reported creating new physical barriers or installing ventilation to accommodate smokers. A few employers (2 percent) refuse to hire smokers at all. *see*

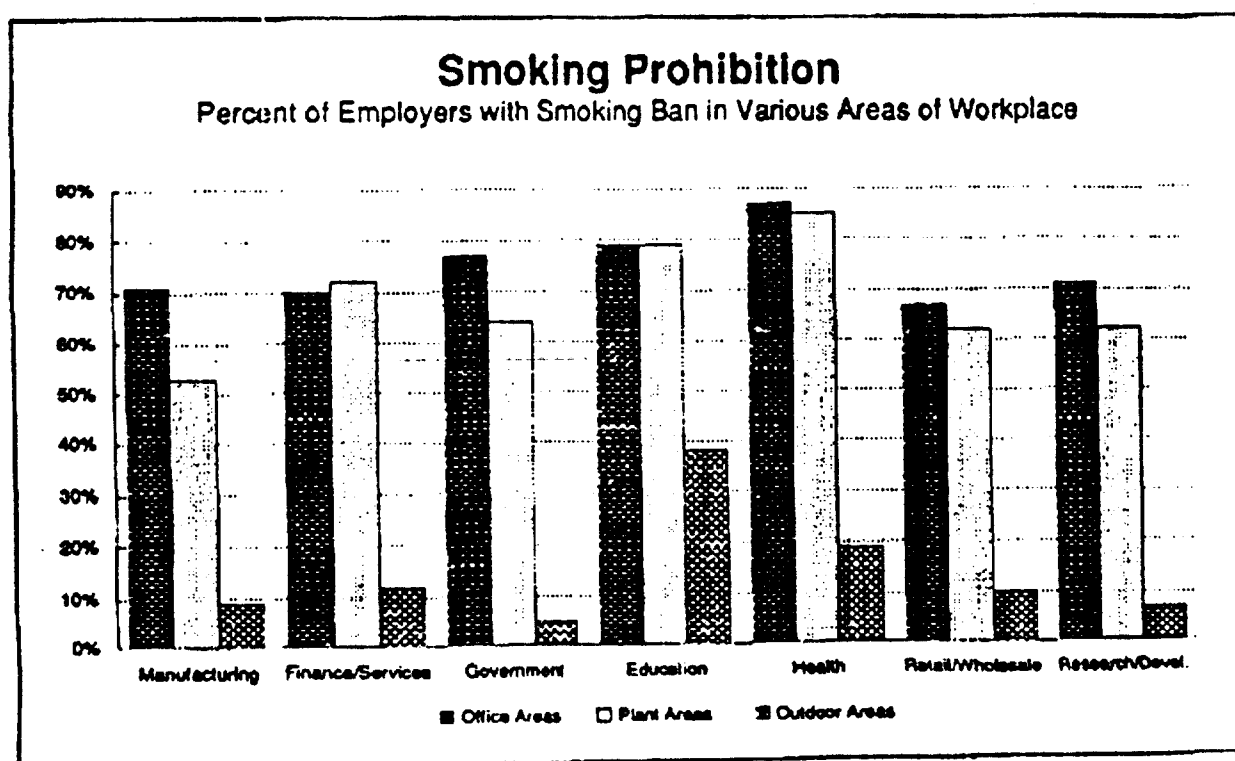


Table 1: Smoking Restrictions: Offices
What smoking restrictions are in place for office areas?

Classification	Number of Employers	Percent of Employers Reporting Specified Policy			
		Totally Prohibited	Prohibited Except in Designated Areas	Permitted Except in Designated Areas	Permitted Except in Fire Hazard Areas
All employers	1898	75	21	2	3
East Central region	603	75	21	2	2
Far West region	139	92	8		
Northeast/Middle Atlantic region	428	73	24	1	2
Southern region	809	72	22	2	4
Central/Rocky Mountain/Southwest region	115	77	17	2	3
Small (fewer than 100 employees)	631	76	19	2	3
Mid-sized (100-500 employees)	835	75	21	1	3
Large (more than 500 employees)	354	73	25	1	1
For profit	886	71	24	2	3
Not for profit	339	80	18	1	1
Public sector	350	73	22	2	3
Private sector	881	75	21	1	2
Manufacturing	658	71	23	2	4
Finance/Services	203	70	25	2	2
Government	106	77	19	2	2
Education	97	79	20	1	
Health	215	87	12		
Retail/Wholesale	128	67	28	2	5
Research & Development	21	71	29		

Table 2: Smoking Restrictions: Plant Areas
What smoking restrictions are in place for plant areas?

Classification	Number of Employers	Percent of Employers Reporting Specified Policy			
		Totally Prohibited	Prohibited Except in Designated Areas	Permitted Except in Designated Areas	Permitted Except in Fire Hazard Areas
All employers	1325	62	29	4	6
East Central region	420	62	28	3	7
Far West region	101	81	18	1	2
Northeast/Middle Atlantic region	300	60	29	5	6
Southern region	422	56	34	4	6
Central/Rocky Mountain/Southwest region	79	75	18	4	5
Small (fewer than 100 employees)	381	62	26	4	6
Mid-sized (100-500 employees)	628	61	29	4	6
Large (more than 500 employees)	276	60	34	4	2
For profit	635	56	33	3	6
Not for profit	185	78	19	2	2
Public sector	222	65	30	3	3
Private sector	613	62	30	3	6
Manufacturing	648	53	33	5	8
Finance/Services	64	72	23	2	3
Government	53	64	30	2	4
Education	63	79	21		
Health	122	85	13	1	1
Retail/Wholesale	104	62	29	4	8
Research & Development	13	62	38		

Table 3: Smoking Restrictions: Outdoor Areas
What smoking restrictions are in place for outdoor areas?

Classification	Number of Employees	Percent of Employers Reporting Specified Policy			
		Totally Prohibited	Prohibited Except in Designated Areas	Permitted Except in Designated Areas	Permitted Except in Fire Hazard Areas
All employers	1313	12	44	7	37
East Central region	401	14	40	6	39
Far West region	97	10	47	6	34
Northeast/Middle Atlantic region	284	12	40	7	41
Southern region	442	10	48	6	36
Central/Rocky Mountain/Southwest region	85	7	54	12	27
Small (fewer than 100 employees)	378	12	36	7	45
Mid-sized (100-500 employees)	596	9	48	6	37
Large (more than 500 employees)	294	15	48	8	29
For profit	630	9	44	7	40
Not for profit	228	15	46	7	32
Public sector	246	13	39	9	38
Private sector	609	9	46	7	38
Manufacturing	494	9	44	4	43
Finance/Services	103	12	42	10	37
Government	85	5	40	12	43
Education	73	38	23	6	30
Health	161	19	56	6	17
Retail/Wholesale	90	10	43	8	39
Research & Development	15	7	33	7	53

Table 4: Smoking Policies

Does employer have a written smoking policy? In what areas of the workplace does employer's policy permit employees to smoke?

Classification	Number of Employees	Percent With Written Policy	Percent of employers permitting smoking in:				
			Cafeteria	Rest Room Areas	Office Areas	Meeting Rooms	Nonhazardous Plant Areas
All employers	2072	74	14	5	7	4	9
East Central region	651	73	18	7	8	4	9
Far West region	148	71	3		1		3
Northeast/Middle Atlantic region	453	78	13	4	7	4	10
Southern region	682	76	14	5	10	6	10
Central/Rocky Mountain/Southwest region	133	67	8	1	1	2	3
Small (fewer than 100 employees)	669	62	12	6	9	6	9
Mid-sized (100-500 employees)	924	79	15	6	8	5	10
Large (more than 500 employees)	409	84	14	2	4	2	8
For profit	966	72	17	6	8	5	10
Not for profit	367	82	6	2	7	3	2
Public sector	381	74	10	5	9	5	6
Private sector	947	74	15	5	7	4	9
Manufacturing	724	73	23	7	9	5	17
Finance/Services	216	75	15	5	8	6	2
Government	112	76	6	3	8	3	3
Education	103	92	10	2	7	1	3
Health	245	79	2		1		1
Retail/Wholesale	140	69	10	8	12	8	9
Research & Development	24	75	13	8	4		4

Table 5: Smoking Cessation**What help does employer offer to employees who want to quit smoking?**

Classification	Number of Employers	Percent of employers offering specified type of smoking cessation help:		
		Hold Classes	Sponsor Classes	Reimburse Expenses
All employers	2101	8	14	17
East Central region	659	9	12	20
Far West region	149	5	11	13
Northeast/Middle Atlantic region	460	10	17	20
Southern region	693	8	14	14
Central/Rocky Mountain/Southwest region	134	7	13	14
Small (fewer than 100 employees)	682	3	7	12
Mid-sized (100-500 employees)	933	9	14	18
Large (more than 500 employees)	412	16	25	26
For profit	978	7	13	19
Not for profit	373	12	16	13
Public sector	385	9	16	12
Private sector	959	8	12	19
Manufacturing	731	8	16	19
Finance/Services	217	11	11	26
Government	115	7	16	10
Education	103	17	15	8
Health	248	14	21	12
Retail/Wholesale	143	2	6	20
Research & Development	24		8	17

Table 6: Other Smoking Issues

Has employer erected walls or added ventilation to accommodate nonsmokers? Does employer allow individuals to designate personal offices as smoking/nonsmoking? Does employer refuse to hire smokers?

Classification	Number of Employers Responding	Percent Erecting Walls or Installing Ventilation	Number of Employers Responding	Percent Allowing Designation of Personal Office as Smoking/Nonsmoking	Number of Employers Responding	Percent Refusing to Hire Smokers
All employers	2101	7	2050	10	2063	2
East Central region	659	8	641	11	648	1
Far West region	149	1	147	2	146	2
Northeast/Middle Atlantic region	460	8	448	11	447	2
Southern region	693	6	676	11	686	2
Central/Rocky Mountain/Southwest region	134	5	133	8	131	3
Small (fewer than 100 employees)	682	5	665	10	671	3
Mid-sized (100-500 employees)	933	8	914	11	913	1
Large (more than 500 employees)	412	9	400	9	406	2
For profit	978	9	955	11	962	2
Not for profit	373	5	367	7	369	1
Public sector	385	8	379	10	380	1
Private sector	959	7	938	10	943	3
Manufacturing	731	10	710	13	717	2
Finance/Services	217	8	215	11	215	2
Government	115	11	114	11	112	1
Education	103	5	102	10	101	2
Health	248	3	240	2	245	2
Retail/Wholesale	143	5	138	12	139	2
Research & Development	24	21	24	8	24	4